

**\*IMPORTANT\***

Please note that this is a self-assessment and is self-scored; please do NOT submit this as part of your application package. The scoring key will be provided at the completion of the self-assessment. Making truthful statements is a key component of being a peace officer so you are highly encouraged to respond truthfully to all questions. Additionally, you may be asked to recall this self-assessment as part of the hiring process with the California Department of Justice.

**INTRODUCTION**

Peace Officer applicants must demonstrate the highest level of ability to ensure the safety and wellbeing of the public. The evaluation of these abilities is conducted through a multi-stage process involving a psychological and physical evaluation, and a comprehensive background investigation.

The pre-employment background investigation process evaluates applicants for suitability to carry the responsibilities of peace officers. The investigation covers several categories critical to this role, including: **Moral Character, Handling Stress and Adversity, Work Habits, Interactions with Others, and Intellectually Based Abilities**. An applicant's suitability is evaluated in-depth through a background investigation conducted by seasoned investigators and analysts into the applicant's personal and professional life. This investigation involves contacting family, friends, neighbors, employers, and others that can attest to the candidacy of the applicant. While peace officers are held to a higher standard, except for disqualifying criteria, a few potential discrepancies in isolation may not cause an applicant to be unsuccessful in the background process. Background investigators recognize that everyone has a history and look primarily for larger patterns of behavior.

This self-assessment will help applicants assess their readiness for a peace officer position. However, the descriptions contained in this self-assessment are not comprehensive of the formal background investigation process. If you have not yet done so, it is highly recommended that you visit the Commission on Peace Officer Standards and Training (POST) website and thoroughly review the expectations for a California peace officer (<https://post.ca.gov/>).

**INSTRUCTIONS**

For each section, please read the passage thoroughly and reflect on how your personal history aligns with the behaviors listed below, which are expected of peace officers.

**Section 1: Risk Taking Behaviors**

Risk taking generally involves inappropriate behavior that may be self-damaging or have a potential adverse impact on the agency. Some common risk-taking behaviors include drug or alcohol use that affects your personal relationships, work or school performance, or your ability to keep your commitments, gambling to the point of self-harm, and manufacturing or selling illicit substances. Peace officer candidates must avoid substance abuse and patterns of risk-taking behaviors.

**Based on the passage above, please pick the statement that best describes you.**

- A. I believe my personal history to be fully consistent with the standards required of a peace officer as described above
- B. I believe my personal history to be generally consistent with the standards required of a peace officer as described above
- C. I believe my personal history is likely not consistent with the standards required of a peace officer as described above

**Section 2: Moral Character**

Peace officers must consistently demonstrate high moral standards. Moral and ethical behavior involves actions that are consistent with legal and ethical standards. This includes being honest and impartial, making full and truthful statements, being trustworthy, and refraining from actions that abuse systems or bend rules. They avoid immoral/unethical behavior, which may include dishonest behaviors, abusing employment privileges, involvement with the sale or distribution of illegal substances or goods, inappropriate sexual activity, and association with those that commit crimes or engage in illegal or immoral behavior.

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- A. I believe my personal history to be fully consistent with the standards described above
- B. I believe my personal history to be generally consistent with the standards described above
- C. I believe my personal history is likely not consistent with the standards described above

**Section 3: Handling Stress and Adversity**

Peace officers are required to make calm and measured decisions, while considering the consequences of actions taken, and choosing actions that will not compromise safety. They must think before acting, take proper precautions, keep knee-jerk reactions in check, and avoid reactive actions based in anger, frustration, disappointment, or other negative emotions. Additionally, it is essential that peace officers maintain composure during emergencies, time-critical events, and other acutely stressful or life-threatening situations.

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- B. I believe my personal history to be generally consistent with the standards described above
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#### Section 4: Work Habits

A successful peace officer is conscientious and dependable, and has personal accountability, initiative and drive. They are diligent, meticulous, reliable, timely, and act in accordance with rules, regulations, and policies. They consistently meet commitments in all life contexts, have excellent attendance, punctuality, consistently prepare for meetings or other obligations, and reliably follow orders and instructions. They readily and transparently take responsibility for their own failures and quickly learn from mistakes. This consistent behavior is evidenced by a history free of a larger pattern of involuntary dismissal, financial problems, or other potential indicators. Peace officers have strong organizational skills and attention to detail. Peace officers consistently overcome difficult conditions, take initiative, and proactively complete their work.

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#### Section 5: Interactions with Others

Success as a peace officer relies on strong interpersonal skills and effective interactions with members of the public. Interpersonal skills involve interacting with others in a tactful and respectful manner, expressing sensitivity, conveying concern, embodying tolerance, and showing empathy in daily interactions. Components of strong interpersonal skills are social sensitivity, social interest and concern, social self-confidence, emotional intelligence, and teamwork. Peace officers have awareness of how their actions affect others and can accurately gauge how people respond to them; they can “read” people and infer an individual’s attitudes and intentions from observation.

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#### Section 6: Communication

Successful peace officers are strong communicators. They can both make themselves understood, and understand others. They have effective oral communication, which is characterized by easily understood speech, clear and concise responses to questions, appropriate facial expressions and body language, understanding implied messages, and listening effectively. They are active listeners who listen to understand. Successful peace officers also have strong written communication skills, which is characterized by appropriate grammar, punctuation and spelling, and organized, accurate, and complete writing. They also understand and effectively use non-verbal communication and can determine what communication is appropriate for a given situation.

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## Section 7: Decision Making

Peace officers must quickly appraise new situations they are unfamiliar with and select the best course of action according to laws, policies, and procedures. Peace officers must reliably make timely and sound decisions, particularly in stressful, pressure filled, and dangerous situations, and when information is limited and/or conflicting. Peace officers also regularly face environmental distractions such as noise, fatigue, adverse weather, or the unpredictable actions of others, and must consistently overcome those environmental distractions when making decisions.

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## Section 8: Learning and Self-Improvement

Peace officers must be strong learners and continually strive for self-improvement. They can quickly and correctly recall important details and correctly interpret instructions and other information. Individuals driven by self-improvement avoid repeating mistakes, implement feedback, and take steps to address deficiencies before they become serious. Additionally, they proactively seek out self-improvement opportunities and solicit the feedback of others.

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## RESULTS

If you chose option “A” **7** or more times in the above questions:

- There is a strong likelihood of you successfully completing the DOJ peace officer background process

If you chose option “B” **5** or more times in the above questions:

- There is a moderate likelihood of you successfully completing the DOJ peace officer background process

If you chose option “C” **2** or more times in the above questions:

- There is a low likelihood of you successfully completing the DOJ peace officer background process

For more information on POST, please visit their website <https://post.ca.gov/>.